

5 Nov 15

Information Paper

Subject: M&RA RESPONSE TO DACOWITS REQUEST FOR INFORMATION: RECOMMENDATIONS
FOR TOPIC AREAS FOR 2016 RESEARCH

1. Purpose. To provide response to the Defense Advisory Committee on Women in the Service (DACOWITS) in preparation for the upcoming quarterly meeting to be held 9-10 December 2015.

2. Background. Specific question: "Are there any specific topic areas or issues your organization or Service branch would like for the Committee to research in 2016?"

3. Discussion. Marine Corps Manpower and Reserve Affairs recommends three topics for research in 2016:

a. Social media and its impact on perceptions of women serving in the armed forces.

b. Perceptions and propensity for military age American women to serve (separate and distinct from what Joint Advertising Market Research & Studies (JAMRS) collects).

c. Study the perceptions and support of key influencers regarding women being required to register in accordance with the military Selective Service Act.

4. Point of Contact at MPO is Bill McWaters (703) 784-9386 or
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US Coast Guard Response to DACOWITS Request for Information:

G1. General

09 December 2015

G1. DACOWITS is interested in perspectives on matters and policies relating to the recruitment and retention, treatment, employment, integration, and well-being of highly qualified professional women in the Armed Forces.

- The Committee requests a **written response** from the **OSD (P&R)** and **each of the Services** on the following:
 - Are there any specific topic areas or issues your organization or Service branch would like for the Committee to research in 2016?
1. One topic that has begun to become more of a priority is the subject of Transgender Services members. Will the Committee be weighing in or researching this topic? Right now the Coast Guard has started a workgroup to support the Admirals who are attending the high level briefs; however, it would be very interesting to see what the Committee's take on it all would be.
 2. Another area that has come up this past year has been the subject of increased Maternity Leave. We believe that going hand-in-hand with supporting military mothers, is also supporting fathers/spouses; and with that should be a renewed look at the military's Paternity Leave policy, as well as the Adoption Leave policy, which we believe goes hand-in-hand.
 3. The last topic, that was discussed this past year, but we believe deserves continued effort, is the topic of the military Breastfeeding/Lactation Policy. While there has been some major work and breakthroughs this past year, we encourage the Committee to not let up pushing for a military wide (DoD and Coast Guard) policy that supports nursing military mothers. We are still lacking on a cohesive policy that address access to Lactation Consultants, clean/safe lactation facilities, clear pumping breaks, and the ability to ship pumped milk back home to baby in the case of TDY or deployment.
 4. Retention: The CG continues to struggle with the advancement of women into our senior ranks. The 2015 promotion board results for Captain, only 3 out 10 women were promoted to the rank of Captain. Additionally, there is a lack of representation of women in the senior ranks of our enlisted corp. With the success of women into the ranks of DoD, the promotion rate for women in the CG has fallen under the radar and we to keep continued focus on this issue. More research needs to be done to see why there is such a low promotion rate of women by identifying barriers to promotion for both officer & enlisted corps.

RFI Category and Number:

General Working Group RFI #G1

RFI Question:

DACOWITS is interested in perspectives on matters and policies relating to the recruitment and retention, treatment, employment, integration, and well-being of highly qualified professional women in the Armed Forces.

- The Committee requests a written response from the OSD (P&R) and each of the Services on the following:
 - Are there any specific topic areas or issues your organization or Service branch would like for the Committee to research in 2016?

RFI Response:

- Identify effective female mentorship programs for large, global organizations.
- Recommend robust female retention strategies/incentives that will allow transition from lagging to leading indicators.
- Establish effective forward-looking data analysis techniques to forecast female retention.
- Outline procedures for successful integration of transgender employees into the workforce.
- Conduct studies of large global companies for best practices on inclusivity/diversity.
- Identify effective Talent Management strategies for organizational success.
- Continue to develop solutions to combat domestic violence/abuse & sexual harassment.

POC or office responsible:

OPNAV N1D, Diversity & Inclusion, Women's Policy
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Air Force response to DACOWITS RFI G1 for Dec 2015 Meeting

The Air Force appreciates the valuable advice, assistance and support of DACOWITS pertaining to military service women. Some recommended topic areas for the Committee to research in 2016 are:

- progress of gender integration after SECDEF's decision to open occupations/positions and the way forward for occupations/positions if there are any exceptions to policy
- progress of obtaining female-sized gear and equipment in physically demanding occupations
- propensity for sexual harassment/ sexual assault in male-dominated career fields and prevention/response to
- retention of women/talent in the Services